

- Facilitation and Leadership Coaching
- Organisation Change and People Development
- Design and Delivery of Training
- Facilitation of Change and Transition

Services offered by Neish Consultancy...

◇ **Developing Inspirational Leaders Programme**

This very popular and highly effective modular programme is offered with individual coaching between modules to embed the learning back in the workplace. It is tailored to both the developing leaders' and organisations' needs and can vary in length from 3 months to 2 years. There is also an option to work with our partners, to build and test out leadership skills through a variety of unusual activities and exercises, promoting a blended learning solution.

"Shona was inspiring and motivating.
Lots of good thoughts to go away with
and implement"

◇ **Facilitation**

The dictionary definition of facilitation is to "make something possible or easier". At Neish Consultancy we can facilitate your team to the best outcome. By bringing achievement and fun together, we will introduce the right tools, and give teams the time to reflect and discuss to achieve their objectives.

◇ **Coaching**

We help our clients determine the most suitable development solutions for their people and sometimes a training course is not always the only, or best, option. Coaching offers a really tailored development solution and can be done as part of a development programme or as a stand alone solution.

◇ **Organisation Change and People Development**

For Organisations who are going through a change and wish to transition towards this change ensuring their people continue to feel motivated and valued in the organisation. The change could be anything from re-structuring, a culture change, a move towards a performance management culture to a product range diversification.

◇ **Design and Delivery of Training**

We support business transformation, rolling out of initiatives, leadership behavioural changes and implementation of something new such as a system or process by designing and delivering training.

By working with Subject Experts where appropriate we will provide training materials to address agreed training objectives. All training can be delivered by Neish Consultancy or a Train the Trainer programme facilitated to enable organisations to roll out the training using their Leadership Team or Subject Champions.

◇ **Facilitation of Change and Transition**

A facilitator "enables groups and organisations to work more effectively to collaborate and achieve synergy .." Doyle. Neish Consultancy uses this approach to raise awareness of the change process and how people react to change. Through one to one and team coaching Neish Consultancy supports Organisations through the change process and individuals on their journey through the change curve.

◇ **Design and Delivery of Assessment Centres**

Whether for Talent Assessment or Key Position Recruitment, Neish Consultancy designs and delivers Assessment and Development Centres to suit organisation requirements. You may utilise these for current vacancies, to create an internal talent pipeline or to create an external recruitment pipeline. Neish Consultancy is also able to deliver these with detailed feedback reports and development plans and follow on career placement service.

...and any other bespoke service solution the customer requires.

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